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## REMARKS

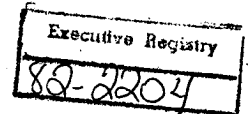
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OPTIONAL FORM 41 (Rev. 7-76)  
Prescribed by GSA  
FPMR (41 CFR) 101-11.206



26 January 1982

MEMORANDUM FOR: Director of Central Intelligence  
THROUGH: Deputy Director of Central Intelligence  
Executive Director  
FROM: James N. Glerum  
Director of Personnel  
SUBJECT: Overseas Compensation Study

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1. Attached is a copy of the final report on the overseas portion of the Compensation Study conducted by [redacted]. We had established a completion target of 15 January 1982 to allow for internal review and discussion prior to our 1 February 1982 deadline for submission to appropriate Congressional Committees and OMB.

2. While the consultants developed a number of recommendations, their most significant findings support premium pay treatment for overseas personnel and conclude that if the Agency had not instituted the interim overseas differential, serious overseas personnel problems would have probably surfaced. By quantifying the linkage of our positions with their State counterparts, they have squarely addressed the concerns of our oversight groups. Also by recommending extension of the interim overseas differential, even though making a case for a more permanent solution later, they have bridged the gap into Phase II which will deal with the wider question of a new, unique Agency-wide pay plan.

3. I am well satisfied with the project management, adequacy of the data base and soundness of the methodology followed. Further, I believe that the conclusions and recommendations are well supported and defensible.

4. Attached, for your signature, are letters transmitting the report to the oversight committees and the Office of Management and Budget, highlighting significant findings and conclusions.

5. We have already begun Phase II with a completion target date of 1 April 1982.

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[redacted]  
James N. Glerum

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